

AGM2022-CON-01

6.2.14. The President of the Association will be paid in accordance to the WLUSA Salary Grid according to whichever grade and step level the President held as a member of the Association; <https://wlusa.ca/alpha/wp-content/uploads/2022/04/wlusa-constitution-bylaws.pdf>

SPECIAL CON-01

BIRT Article 6.2.14 be amended by substitution to read:

6.2.14 The President shall be provided a salary equal to Grade 11, Step 4 of the WLUSA Salary Grid

MOVER: Jennifer Williams

SECONDER: Tracy Cochrane

Rationale: To minimize a pay disparity between incumbents, to maintain pay equity, and to properly compensate the President for their duties.

Since 2011 we have had our presidents paid at a grade 5, a grade 7, a grade 9 and a grade 10. This ranges from \$31 to \$46 for the same work completed. This motion is proposed to minimize the pay disparity, maintain pay equity, and provide proper compensation for the duties performed.

This rate is set on three principles; 1) the high level of responsibility, 2) the idea that any member of the Bargaining Unit should be able to run for the position without having to take a reduction in pay to do it, and 3) that the compensation should be consistent, no matter who is in the position

HISTORY OF PRESIDENT COMPENSATION

Prior to 2009, All WLUSA Presidents continued to perform their regular WLU job duties as well as volunteer for President. Release time for all officers was available to a certain number of hours, and WLUSA also had the ability to “buy” additional release time. In 2008-2011, WLUSA had 340 hr. for release time, and the ability to purchase 120 additional hours of release time. There are honorariums for Executive Members, and this was the only compensation that came from WLUSA to the President.

2011 – 2014 Collective Agreement

Full-time release language was bargained in 2009 as a resolution to our grievance on Student Work, with the University paying up to \$50,000 towards salary, and WLUSA paying any remaining amount.

The compensation level is set at the Grade and Step as the President’s WLU position.
 Release time for other executive was lowered to 100 hours, with the ability to purchase up to 120 hours of additional release time.

2014-2017 Collective Agreement

The same compensation format as in 2011-2014 is in place.
 Release time increases to 150 hours, with the ability to purchase up to 120 additional hours of release time.

2017-2020 Collective Agreement

Full time release for the President, with the University paying up to \$60,000 towards salary with WLUSA paying any remaining amount.
 Release time remains 150 hours, with the ability to purchase up to 120 additional hours of release time.

2020-2023 Collective Agreement

Full time release for the President, with the University paying up to \$60,000 towards salary with WLUSA paying any remaining amount.
 Release time remains 150 hours, with the ability to purchase up to 120 additional hours of release time.

COMPENSATION LEVELS HISTORICALLY

Year	Grade	Gender	Hourly Rate	Salary	WLU portion	WLUSA portion
Up to 2011				No Compensation Release time to deal with WLUSA matters		
2009				WLUSA Joins OSSTF		
2011-2012	7	F	32.36	58,895.20	50,000	8,895.20
2012-2013	7	F	33.01	60,078.20	50,000	10,078.20
2013-2014	7	F	33.83	61,570.60	50,000	11,570.60
2014-2015	7	F	34.34	62,498.80	50,000	12,498.80
2015-2016	10	M	42.67	77,659.40	50,000	27,659.40
2016-2017	10	M	43.31	78,824.20	50,000	28,824.20
2017-2018	9	M	41.57	75,657.40	60,000	15,657.40
2018-2019	9	M	42.62	77,568.40	60,000	17,568.40
2019-2020	9	M	43.15	78,533.00	60,000	18,533.00
2020-2021	10	M	46.55	84,721	60,000	24,721
2021-2022	5	F	32.05	58,331	60,000	0

WLUSA Presidential Duties

The position of President is a 2-year term and is the primary point of contact for our Bargaining Unit. While a list of “duties” follows, it does not adequately reflect the level of responsibility of the President. While the President has many local responsibilities, the President is also the face of WLUSA/OSSTF 35. They, to a large extent, determine the path and focus of both local and provincial matters. The level of decision-making duties cannot be quantified as those decisions occur and change daily.

Some Day-to-day Duties of the President can include:

- Primary contact of WLUSA
- Financial Signing Authority
- Manages Local Union Office & Supervises Staff. Includes admin/operation of Local office including workload assignments
- Communications – Oversight (All)
- Release Time Requests to HR
- Ex-Officio on all WLUSA Committees
- Executive and Membership meetings – Chair
- MOSs; MOAs; MOUs; LOUs
- Layoff meetings with Employer and Employee
- Redeployment tracking
- Discipline meetings
- Investigative meetings
- Informal meetings with Employer
- Bargaining Details
- Respond to Member Inquiries
- Advise Members on Collective Agreement matters

The WLUSA President has responsibilities at the Local, District and Provincial Level:

Local Duties

- be the Chief Executive Officer of the Association and shall call and preside at all meetings of the Association and of the Executive Board.
- exercise supervision over the affairs of the Association.
- ensure that the other officers of the Association perform their duties in accordance with the Constitution and Bylaws of the Association.
- Provide supervision and full responsibility of another staff member
- ensure that the aims and objectives of the Association are carried out.
- be responsible for ongoing communication to all Members of the Association.
- present a written report on the activities of the Association at the Annual General Meeting.
- have signing authority, in consultation with the Executive Board, for legal matters of the Association.
- have co-signing authority on all cheques drawn on the Association's treasury.
- appoint an Executive Board Officer as chair of the Social Committee.

- appoint the Education Services Officer, in consultation with the Executive Board.
- appoint the Gifts Coordinator, in consultation with the Executive Board.
- be an ex-officio member of all Association committees
- ensure that each Standing Committee and Ad Hoc Committee has a chairperson, meets, and reports as required.
- assist with all grievances, inquiries, and complaints as necessary
- Hold monthly meetings with the members to update them on bargaining unit business
- Hold monthly meetings with the Executive providing them a written report on bargaining unit business
- Work with members to assist through any external process not covered under our collective agreement but covered under university policy.
- Forward all unresolved grievance to the MPWG for approval to move to arbitration and be involved in any arbitration matters as it relates to the local bargaining unit.
- Keep and maintain accurate records of all work and correspondence related to union business as per Provincial guidelines for records management
- Fulfill any reasonable duties or requests approved by the executive that would assist or benefit the local in any way.

District Duties

- Attend any District meetings and report back to the local executive
- Work with the District on any matters related to the District (OUCC, CPAC, OFL, CLC, Status of Women, CBC)
- Recognizing the District Executive Rotation and assume the responsibilities as required by the District.
- Be responsible for on-going communication with other units within District 35 of OSSTF
- Be responsible for on-going communication with other OSSTF Districts within the region.
- Serve as one of the Executive's voting delegates at DEC

Provincial Duties

- Attend all Provincial Meetings, including leadership and AMPA meetings and any other meetings as required, and report back to the members.
- Attend all PC meetings to liaise with the PE and secretariat, and to communicate all local concerns and report back to the Executive
- Maintain a liaison with the Provincial Executive and the Secretariat,
- Serve as the Bargaining Unit's Provincial Councillor, and as such: a) represent the Bargaining Unit on Provincial Council and b) provide a written report to the Executive
- Attend Provincial leadership training opportunities

The WLUSA President's job description has not been evaluated according to the WLUSA Job Evaluation System. The current system considers minimum education and experience to be a scoring factor, but both are irrelevant to the WLUSA President's position as they are elected by the membership. In addition, the position is more in line with a management position in the sense that they are managing the union, and because our tool was designed to rate non-management jobs it does not have any factors to account for many of the duties and responsibilities that managers have.

Comparison

*WLUSA currently has 656 members

WLUFA

Union President salary standardized: NO

Current hourly rate of Pay: not paid hourly

Current annual salary: \$160,888

Membership: 1000

Notes: Receive course buyout on their regular university contract and continue to receive their regular salary from the university.

The University of Waterloo Staff Association

Union President salary standardized: NO

Current hourly rate of Pay: \$53.18

Current annual salary: \$103,644

Membership: unknown

Notes:

The University of Guelph – OSSTF D35

Union President salary standardized: YES

Current hourly rate of Pay: \$35.66

Current annual salary: \$64,901

Membership: 235

Notes: current president's salary under negotiation

Brock University – OSSTF D35

Union President salary standardized: NO

Current hourly rate of Pay: \$32.97

Current annual salary: 60,000

Membership: 170

Notes: paid at current rate of pay

University of Ottawa – OSSTF D35

Union President salary standardized: NO

Current hourly rate of Pay: \$35.11

Current annual salary: \$65,000

Membership: 1580

Notes: paid at current rate of pay, grade 7 of 11

York University - York University Staff Association

Union President salary standardized: YES

Current hourly rate of Pay: \$57.46

Current annual salary: \$104,577

Membership: 1800

Notes: rated at second highest band of pay grade

Carleton University - CUPE

Union President salary standardized: YES

Current hourly rate of Pay: \$51.92

Current annual salary: \$94,490

Membership: 900

Notes: pay grade 11 of 12

Trent University - OPSEU

Union President salary standardized: NO

Current hourly rate of Pay: \$34

Current annual salary: 50,000

Membership: 450

Notes: paid at current rate of pay for 16 hours per week of union work (plus 19 hours of their "regular" job)

Algoma University – OSSTF D35

Union President salary standardized: NO

Current hourly rate of Pay: \$56.70

Current annual salary: \$103,200

Membership: 120

Notes: paid at current rate of pay

University of Toronto (United Steel Workers, local 1998)

Union President salary standardized: YES

Current hourly rate of Pay: \$72.35

Current annual salary: 131,685

Membership: 9000

Notes: Pay band 18 of 18

Elementary Teachers Federation of Ontario – Waterloo

Union President salary standardized: YES

Current hourly rate of Pay: \$65.10

Current annual salary: \$118,450

Membership: 2700

Notes: receiving the top salary on the grid and a 15% responsibility allowance. Highest paid members of the BU

OSSTF – Waterloo D24 – Teacher’s Unit

Union President salary standardized: YES

Current hourly rate of Pay: \$67.98

Current annual salary: \$123,733

Membership: 1600

Notes: receiving the top salary on the grid and a 15% responsibility allowance. Highest paid members of the BU

Laurentian University – Laurentian University Staff Union

Union President salary standardized: NO

Current hourly rate of Pay: unknown

Current annual salary: unknown

Membership: 200+

Notes: paid at current rate of pay + \$600 per month stipend